



DRAFT July 2016

## **The Wisconsin Model: A Developmental Framework for Trauma-Informed Care**

The implementation of a trauma-informed approach is an ongoing organizational change process. A “trauma-informed approach” is not a program model that can be implemented and then simply monitored by a fidelity checklist. Rather, it is a profound paradigm shift in knowledge, perspective, attitudes and skills that continues to deepen and unfold over time. Some leaders in the field are beginning to talk about a continuum of implementation, where organizations move through stages. The continuum begins with becoming trauma aware and moves to trauma sensitive to responsive to being fully trauma-informed.

**Purpose:** To ensure that agencies do no harm; to assess the implementation of basic trauma principle of trauma informed approaches in various organizational settings; to develop a common language and framework for discussion; and to help increase the effectiveness of services whenever and whatever they are, by increasing awareness of trauma.

**Application:** To a wide range of settings, including but not limited to behavioral health services.

**Use:**

- Not for formal evaluation or certification, but for informational purposes
- To help anyone who is interested determine whether a particular agency or setting is meeting the basic criteria for integration of trauma principles
- To help agencies identify where they are on the continuum and where they want to be. Organizations can choose the appropriate place on the continuum based on their needs and setting.

This document was adapted for Wisconsin from a tool developed by a group of Missouri organizations that have been active champions in addressing the impact of trauma and working towards becoming trauma-informed organizations. They represent a variety of organizations that serve children, youth and families and/or adults in a variety of settings. Anyone is free to use this document but would appreciate notification of such to [patsy.carter@dmh.mo.gov](mailto:patsy.carter@dmh.mo.gov). The recommended citation when used is *Missouri Model: A Developmental Framework for Trauma-Informed, MO Dept. of Mental Health and Partners (2014)*.



| Definition  | Processes   | Indicators   |
|---|---|--|
| <p><b>Key Task: Awareness and attitudes</b></p> <p><b>Trauma aware</b></p> <p>Organizations have become aware of how prevalent trauma is and have begun to consider that it might impact their clientele and staff.</p> | <p>Leadership understands that knowledge about trauma could potentially enhance their ability to fulfill their mission and begins to seek out additional information on the prevalence of trauma for the population served.</p> <p>Awareness training is offered (including definitions, causes, prevalence, impact, values and terminology of trauma-informed care.)</p> <p>People are made aware of how and where to find additional information, and are supported in further learning.</p> <p>The organization explores what this new information might mean for them and what next steps may need to be taken.</p> | <p>Most Staff:</p> <ol style="list-style-type: none"> <li>1. Know what the term trauma refers to; and</li> <li>2. Are aware that knowledge about the impact of trauma can change the way they see (and interact with) others.</li> </ol> |

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| Definition  | Processes   | Indicators  |
|---|---|---|
| <p><b>Key Task: Knowledge, application, and skill development</b></p> <p><b>Trauma sensitive</b></p> <p>Organizations have begun to:</p> <ol style="list-style-type: none"> <li>1. Explore the principles of trauma-informed care (safety, choice, collaboration, trustworthiness, and empowerment) within their environment and daily work;</li> <li>2. Build consensus around the principles;</li> <li>3. Consider the implications of adopting the principles within the organizations; and</li> <li>4. Prepare for change.</li> </ol> | <p>Values of a trauma-informed approach are processed with staff.</p> <p>Through a self-assessment process, the organization identifies existing strengths, resources and barriers to change as well as practice that are consistent or inconsistent with trauma informed care.</p> <p>Leadership prepares the organization for change and leads a process of reflection to determine readiness for change.</p> <p>The organization examines its commitment to consumer involvement and what next steps could be taken.</p> <p>The organization begins to review tools and processes for universal screening of trauma.</p> <p>The organization begins to identify potential resources for trauma specific treatment.</p> | <p>The organization values and prioritizes the trauma lens; a shift in perspective happens.</p> <p>Trauma is identified in the mission statement or other policy documents.</p> <p>Trauma training for all staff is institutionalized including within new staff orientation.</p> <p>Basic information on trauma is available and visible to both clients and staff, through posters, flyers, handouts, web sites, etc.</p> <p>Direct care workers begin to seek out opportunities to learn new trauma skills.</p> <p>Management recognizes and responds to compassion fatigue and vicarious trauma in staff.</p> |

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| Definition  | Processes  | Indicators  |
|---|--|---|
| <p><b>Key Task: Change and Integration</b></p> <p><b>Trauma Responsive</b><br/>Organizations have begun to change their organizational culture to highlight the role of trauma. At all levels of the organization, staff, begins re-thinking the routines and infrastructure of the organization.</p> | <p>Planning and taking action.</p> <p>Begin integration of principles into staff behaviors and practices.</p> <p>Begin integration of principles into staff supports:</p> <ul style="list-style-type: none"> <li>• Addressing staff trauma</li> <li>• Self-care</li> <li>• Supervision models</li> <li>• Staff development</li> <li>• Staff performance evaluations</li> </ul> <p>Begin integration of principles into organizational structures:</p> <ul style="list-style-type: none"> <li>• Environmental review</li> <li>• Record-keeping revised</li> <li>• Policies and procedures reexamined</li> <li>• Self-help and peer advocacy incorporated</li> </ul> | <p>Staff supplies new knowledge about trauma to their specific work.</p> <p>Language is introduced throughout the organization that supports safety, choice, collaboration, trustworthiness and empowerment.</p> <p>The organization has policies that support addressing staff's initial and secondary trauma.</p> <p>All clients are screened for trauma and/or a "universal precautions" approach is used.</p> <p>People with lived experience are engaged to play meaningful roles throughout the agency (employees, board members, volunteers, etc.)</p> <p>Changes to environments are made.</p> <p>Trauma-specific assessment and treatment models are available for those who need them (either directly or through a referral process.)</p> <p>Organization has a ready response for crisis management that reflects trauma informed values.</p> |

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| Definition  | Process  | Indicators   |
|---|--|--|
| <p><b>Trauma informed</b><br/>Organizations have made trauma-responsive practices the organizational norm.</p> <p>The trauma model has become so accepted and so thoroughly embedded that it no longer depends on a few leaders.</p> <p>The organization works with other partners to strengthen collaboration around being trauma- informed.</p> | <p>Measuring impact on clients</p> <p>Revision of policies and procedures</p> <p>Implementation of the agency's model/values is measured for fidelity to a trauma informed model and appropriate corrective actions taken.</p> <p>Practice patterns of staff</p> <p>Program assessments</p> <p>Interventions to address the impact of secondary trauma on staff is monitored</p> <p>Focus on reduction of stigma of trauma</p> <p>Human resource policies support hiring staff with knowledge and expertise in trauma</p> <p>The organization and staff become advocates and champions of trauma- informed decision-making at all levels.</p> <p>Advocacy at a macro level with payers and policy-makers for systemic changes that support trauma-informed approaches.</p> | <p>Leadership including hiring of new leaders demonstrates a commitment to trauma informed values (safety, choice, collaboration, trustworthiness, and empowerment).</p> <p>All staff are skilled in using trauma-informed practices, whether they work directly with clients or with other staff.</p> <p>All aspects of the organization have been reviewed and revised to reflect a trauma approach.</p> <p>People outside the agency (from the Board to the community) understand the organization's mission to be trauma-informed.</p> <p>People from other agencies and from the community routinely turn to the organization for expertise and leadership in trauma-informed care.</p> <p>The organization uses data to inform decision-making at all levels.</p> <p>A variety of sustainable training is promoted and made accessible to staff, including at new staff orientation.</p> |

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|  |  | <p>Ongoing coaching and consultation is available to staff onsite and in real time.</p> <p>The business model including fiscal structures works to meet the need to address trauma.</p> |
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### Resource List

| General  |   |
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| ACE Study  | <a href="http://www.cdc.gov/violenceprevention/acestudy">http://www.cdc.gov/violenceprevention/acestudy</a>   |
|  | <a href="http://acestudy.org/home">http://acestudy.org/home</a>   |
|  | <a href="http://acestoohigh.com/resources">http://acestoohigh.com/resources</a>   |
|  | <a href="http://www.acesconnection.com">http://www.acesconnection.com</a>   |
| Adverse Childhood Experiences Primer   | <a href="http://www.acesconnection.com/g/resilience-usa/blog/aces-primer-great-five-minute-video-that-explains-ace-study">http://www.acesconnection.com/g/resilience-usa/blog/aces-primer-great-five-minute-video-that-explains-ace-study</a> |
| Agency Environmental Components for Trauma Informed-Care-Organizational Assessment | <a href="http://www.integration.samhsa.gov/about-us/TIC_Environmental_Scan.pdf">http://www.integration.samhsa.gov/about-us/TIC_Environmental_Scan.pdf</a>   |
| Incorporating Trauma   | This is a set of recommendations for the integration of information about ACEs and the impact of trauma on children youth and families into professional education.   |

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| Informed Practice and ACEs into Professional Curricula – a Toolkit | <a href="http://www.acesconnection.com/fileSendAction/fcType/0/fcOid/464476379552899628/filePointer/464476379552899649/foDoid/464617117048157049/Incorporating%20Trauma%20Informed%20Practice%20and%20ACEs%20into%20Professional%20Curricula%20-%20a%20Toolkit-1.pdf">http://www.acesconnection.com/fileSendAction/fcType/0/fcOid/464476379552899628/filePointer/464476379552899649/foDoid/464617117048157049/Incorporating%20Trauma%20Informed%20Practice%20and%20ACEs%20into%20Professional%20Curricula%20-%20a%20Toolkit-1.pdf</a> |
| Wisconsin ACE Study  | <a href="https://preventionboard.wi.gov/Pages/OurWork/ACE.aspx">https://preventionboard.wi.gov/Pages/OurWork/ACE.aspx</a><br><a href="http://www.iowaaces360.org/wisconsin.html">http://www.iowaaces360.org/wisconsin.html</a>  |
| Wisconsin Department of Health Services                            | <a href="https://www.dhs.wisconsin.gov/tic/index.htm">https://www.dhs.wisconsin.gov/tic/index.htm</a>   |
| Wisconsin Trauma-Informed Care Listserv Sign-up                    | <a href="https://www.dhs.wisconsin.gov/tic/signup.htm">https://www.dhs.wisconsin.gov/tic/signup.htm</a>   |
| <b>Child Welfare</b>   |   |
| California Evidence Based Clearinghouse for Child Welfare          | <a href="http://www.cebc4cw.org">http://www.cebc4cw.org</a>   |
| Child Trauma Academy   | <a href="http://childtrauma.org/">http://childtrauma.org/</a>   |
| Child Welfare Trauma Toolkit                                       | <a href="http://nctsn.org/products/child-welfare-trauma-toolkit-2008">http://nctsn.org/products/child-welfare-trauma-toolkit-2008</a>   |
| Creating Trauma-Informed & Developmental                           | <a href="http://wichildrenstrustfund.org/files/PreventionGuidingPrinciples.pdf">http://wichildrenstrustfund.org/files/PreventionGuidingPrinciples.pdf</a>   |

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| y Appropriate Systems of Care in Child Abuse and Neglect Prevention - Wisconsin |   |
| Fostering Futures   | <a href="http://www.fosteringfutureswisconsin.org/">http://www.fosteringfutureswisconsin.org/</a>   |
| National Child Traumatic Stress Network (NCTSN)                                 | <a href="http://www.nctsn.org/resources/topics/treatments-that-work/promising-practices">http://www.nctsn.org/resources/topics/treatments-that-work/promising-practices</a>                   |
| SaintA Trauma-Informed Care   | <a href="http://www.sainta.org/trauma-informed-care/">http://www.sainta.org/trauma-informed-care/</a>   |
| Trauma-Informed Child Welfare Toolkit   | <a href="http://www.chadwickcenter.org/CTISP/images/TICWPracticeToolkit.pdf">http://www.chadwickcenter.org/CTISP/images/TICWPracticeToolkit.pdf</a>   |
| Trauma-Informed Removal Process   | <a href="https://wmich.edu/sites/default/files/attachments/u248/2013/trauma-informed-removal.pdf">https://wmich.edu/sites/default/files/attachments/u248/2013/trauma-informed-removal.pdf</a> |
| Wisconsin Trauma Project  | <a href="http://dcf.wisconsin.gov/children/trauma_project/default.htm">http://dcf.wisconsin.gov/children/trauma_project/default.htm</a>   |
| <b>Community</b>  |   |
| Changing Minds  | <a href="http://changingmindsnow.org/">http://changingmindsnow.org/</a>   |
| Fostering Futures   | <a href="http://www.fosteringfutureswisconsin.org/">http://www.fosteringfutureswisconsin.org/</a>   |

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| Creating Nurturing Environments   | <a href="http://www.cdc.gov/violenceprevention/pdf/essentials_for_childhood_framework.pdf">http://www.cdc.gov/violenceprevention/pdf/essentials_for_childhood_framework.pdf</a>   |
| Trauma-informed Community Building Manual   | <a href="http://bridgehousing.com/PDFs/TICB.Paper5.14pdf">http://bridgehousing.com/PDFs/TICB.Paper5.14pdf</a>   |
| <b>Courts</b>   |   |
| American Bar Association TIC Advocacy for Children and Youth                          | <a href="http://www.americanbar.org/content/dam/aba/administrative/child_law/ABA%20Policy%20on%20Trauma-Informed%20Advocacy.authcheckdam.pdf">http://www.americanbar.org/content/dam/aba/administrative/child_law/ABA%20Policy%20on%20Trauma-Informed%20Advocacy.authcheckdam.pdf</a> |
| Conference on Child Welfare and the Courts: Moving Toward a Trauma-Informed Wisconsin | <a href="http://www.wcwpds.wisc.edu/conferences/conf/court/Default.aspx">http://www.wcwpds.wisc.edu/conferences/conf/court/Default.aspx</a>   |
| NCTSN Resources for Juvenile Justice system   | <a href="http://www.nctsn.org/resources/topics/juvenile-justice-system">http://www.nctsn.org/resources/topics/juvenile-justice-system</a>   |
| <b>Early Care and Education</b>   |   |
| Center for Early Childhood  | <a href="http://ecmhc.org/tutorials/trauma/mod4_10.html">http://ecmhc.org/tutorials/trauma/mod4_10.html</a>   |

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| Mental Health Consultation – Recognizing and Addressing Trauma in Infants, Young Children and their Families |  |
| Head Start Trauma Smart  | <a href="http://www.rwjf.org/en/how-we-work/grants/grantees/head-start-trauma-smart.html">http://www.rwjf.org/en/how-we-work/grants/grantees/head-start-trauma-smart.html</a><br><a href="http://www.traumacenter.org/products/pdf_files/Trauma_Smart_JCFS.pdf">http://www.traumacenter.org/products/pdf_files/Trauma_Smart_JCFS.pdf</a><br><a href="http://www.rwjf.org/en/culture-of-health/2014/04/why_empathy_is_essen.html">http://www.rwjf.org/en/culture-of-health/2014/04/why_empathy_is_essen.html</a>  |
| TIC for Caregivers   | <a href="https://ncwwi.org/files/Evidence_Based_and_Trauma-Informed_Practice/Trauma_Informed_Care_-_top_10_tips.pdf">https://ncwwi.org/files/Evidence_Based_and_Trauma-Informed_Practice/Trauma_Informed_Care_-_top_10_tips.pdf</a>  |
| Understanding Toxic Stress and Resilience Video Series   | <a href="http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/health/mental-health/trauma/toxic-stress.html?utm_medium=email&amp;utm_campaign=New+Content+e-blast+for+May&amp;utm_content=New+Content+e-blast+for+May+CID_a7075deb990d9ae34fb4d565a4832660&amp;utm_source=CM%20Eblast&amp;utm_term=Breaking%20Through%20Video%20and%20Users%20Guide%20to%20Understand%20and%20Address%20Toxic%20Stress">http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/health/mental-health/trauma/toxic-stress.html?utm_medium=email&amp;utm_campaign=New+Content+e-blast+for+May&amp;utm_content=New+Content+e-blast+for+May+CID_a7075deb990d9ae34fb4d565a4832660&amp;utm_source=CM%20Eblast&amp;utm_term=Breaking%20Through%20Video%20and%20Users%20Guide%20to%20Understand%20and%20Address%20Toxic%20Stress</a><br><br><a href="http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/health/docs/toxic-stress-users-guide.pdf">http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/health/docs/toxic-stress-users-guide.pdf</a> |
| WI Early Childhood Comprehensive Systems   | <a href="http://www.wismhi.org/wismhi/About-Us-ECCS">http://www.wismhi.org/wismhi/About-Us-ECCS</a>  |
| <b>Families</b>  |  |
| Caring for children who have   | <a href="http://www.nctsnet.org/products/caring-for-children-who-have-experienced-trauma">http://www.nctsnet.org/products/caring-for-children-who-have-experienced-trauma</a>  |

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| experienced trauma curriculum  |   |
| Impacts of trauma by age   | <a href="http://nctsn.org/trauma-types/refugee-trauma/learn-about-refugee-trauma">http://nctsn.org/trauma-types/refugee-trauma/learn-about-refugee-trauma</a>   |
| In Our Shoes: Toward an understanding of Families Raising a Child with Mental Health needs | <a href="https://www.youtube.com/watch?v=srb0nWaBRnY&amp;feature=youtu.be">https://www.youtube.com/watch?v=srb0nWaBRnY&amp;feature=youtu.be</a>   |
| Personal and Parental Reflections on ACEs  | <a href="https://www.youtube.com/watch?v=jUJHvbPrL0I">https://www.youtube.com/watch?v=jUJHvbPrL0I</a> (8 minutes)   |
| Resources for parents and caregivers   | <a href="http://nctsn.org/resources/audiences/parents-caregivers">http://nctsn.org/resources/audiences/parents-caregivers</a>   |
| <b>Juvenile Justice</b>  |   |
| NCTSN  | <a href="http://www.nctsn.org/resources/topics/juvenile-justice-system">http://www.nctsn.org/resources/topics/juvenile-justice-system</a>   |
| Juvenile Detention Trauma Toolkit "Think Trauma"   | <a href="http://learn.nctsn.org/enrol/index.php?id=92">http://learn.nctsn.org/enrol/index.php?id=92</a>   |
| Training curriculum  | <a href="http://www.nctsn.org/products/think-trauma-training-staff-juvenile-justice-residential-settings">http://www.nctsn.org/products/think-trauma-training-staff-juvenile-justice-residential-settings</a> |
| Screening and Assessment in  | <a href="http://learn.nctsn.org/course/index.php?categoryid=47">http://learn.nctsn.org/course/index.php?categoryid=47</a>   |

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| Juvenile Justice                             |   |
| <b>Law Enforcement</b>                       |   |
| Crisis Intervention Team Training            | <a href="http://www.citwisconsin.org/training-calendar-1/2015/10/10/crisis-intervention-team-cit-training">http://www.citwisconsin.org/training-calendar-1/2015/10/10/crisis-intervention-team-cit-training</a>   |
| <b>Primary Care/Medical</b>                  |   |
| ACES Connection ACEs in Pediatrics Group     | <a href="http://www.acesconnection.com/g/aces-in-pediatrics">http://www.acesconnection.com/g/aces-in-pediatrics</a>   |
| ACES, Toxic Stress and TIC for Pediatricians | <a href="http://cupublic.chw.org/Media/ACESToxicStressTIC4Pediatricians/index_AICC.html">http://cupublic.chw.org/Media/ACESToxicStressTIC4Pediatricians/index_AICC.html</a>   |
| Early Childhood Mental Health                | <a href="http://www.acesconnection.com/g/aces-in-pediatrics/clip/in-brief-from-harvard-center-on-the-developing-child-early-childhood-mental-health-5-min">http://www.acesconnection.com/g/aces-in-pediatrics/clip/in-brief-from-harvard-center-on-the-developing-child-early-childhood-mental-health-5-min</a> |
| Health Care Toolbox                          | <a href="https://www.healthcaretoolbox.org/tools-and-resources/tools-you-can-use-intervention.html">https://www.healthcaretoolbox.org/tools-and-resources/tools-you-can-use-intervention.html</a>   |
| Nadine Burke Harris TED Talk                 | <a href="https://www.ted.com/speakers/nadine_burke_harris_1">https://www.ted.com/speakers/nadine_burke_harris_1</a>   |
| NCTSN Guidance for Primary Care Clinicians   | <a href="http://www.nctsn.org/trauma-types/refugee-trauma/primary-care-resources">http://www.nctsn.org/trauma-types/refugee-trauma/primary-care-resources</a>   |
| Pediatric Medical                            | <a href="http://www.nctsn.org/trauma-types/pediatric-medical-traumatic-stress-toolkit-for-health-care-providers">http://www.nctsn.org/trauma-types/pediatric-medical-traumatic-stress-toolkit-for-health-care-providers</a>   |

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| Traumatic Stress Toolkit for Health Care Providers                  |   |
| Toxic Stress And Resilience : Health Care Professionals             |   |
| Trauma Informed Care: Behavioral Health in the Primary Care Setting | <a href="https://migrantclinician.adobeconnect.com/_a1013869859/p52lxics1xk/?launcher=false&amp;fcsContent=true&amp;pbMode=normal">https://migrantclinician.adobeconnect.com/_a1013869859/p52lxics1xk/?launcher=false&amp;fcsContent=true&amp;pbMode=normal</a>   |
| Trauma Toolbox for Primary Care                                     | <a href="https://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/healthy-foster-care-america/Pages/Trauma-Guide.aspx?nfstatus=401&amp;nftoken=00000000-0000-0000-0000-000000000000&amp;nfstatusdescription=ERROR%3a+No+local+token">https://www.aap.org/en-us/advocacy-and-policy/aap-health-initiatives/healthy-foster-care-america/Pages/Trauma-Guide.aspx?nfstatus=401&amp;nftoken=00000000-0000-0000-0000-000000000000&amp;nfstatusdescription=ERROR%3a+No+local+token</a> |
| <b>Refugee/ Immigrant Services</b>                                  |   |
| Bridging Refugee Youth and Children Services                        | <a href="http://www.brycs.org/">http://www.brycs.org/</a>   |
| Child Welfare: trauma and immigrant families                        | <a href="http://www.americanhumane.org/assets/pdfs/children/pc-toolkit-trauma-immigrant-families.pdf">http://www.americanhumane.org/assets/pdfs/children/pc-toolkit-trauma-immigrant-families.pdf</a>   |

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| Healing Trauma in Refugee Communities  | <a href="http://www.theannainstitute.org/RefugeeTraumaPaperJuly212008.pdf">http://www.theannainstitute.org/RefugeeTraumaPaperJuly212008.pdf</a>   |
| <b>Schools</b>   |   |
| Center for the Collaborative Classroom   | <a href="https://inside.collaborativeclassroom.org/">https://inside.collaborativeclassroom.org/</a>   |
| Educators' Toolkit   | <a href="http://www.nctsn.org/nctsn_assets/pdfs/Child_Trauma_Toolkit_Final.pdf">http://www.nctsn.org/nctsn_assets/pdfs/Child_Trauma_Toolkit_Final.pdf</a>   |
| Helping Traumatized Children Learn – Massachusetts Advocates for Children in Association with Harvard Law School | <a href="http://traumasensitiveschools.org">http://traumasensitiveschools.org</a>   |
| NCTSN Child Trauma Toolkits for Educators  | <a href="http://www.nctsn.org/resources/audiences/school-personnel/trauma-toolkit">http://www.nctsn.org/resources/audiences/school-personnel/trauma-toolkit</a>   |
| Trauma Sensitive Schools   | <a href="http://dpi.wi.gov/sspw/mental-health/trauma">http://dpi.wi.gov/sspw/mental-health/trauma</a><br><a href="http://dpi.wi.gov/sspw/mental-health/trauma/e-resources">http://dpi.wi.gov/sspw/mental-health/trauma/e-resources</a><br><a href="http://traumasensitiveschools.org">http://traumasensitiveschools.org</a> |
| Wisconsin  | <a href="http://sspw.dpi.wi.gov/sspw_mhtrauma">http://sspw.dpi.wi.gov/sspw_mhtrauma</a>   |

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| Department of Public Instruction – Creating Trauma-Sensitive Schools to Improve Learning Trauma E-Resources | <a href="http://dpi.wi.gov/sspw/mental-health/trauma">http://dpi.wi.gov/sspw/mental-health/trauma</a><br><a href="http://sspw.dpi.wi.gov/sspw_traumaeresources">http://sspw.dpi.wi.gov/sspw_traumaeresources</a><br><a href="http://dpi.wi.gov/sspw/mental-health/trauma/e-resources">http://dpi.wi.gov/sspw/mental-health/trauma/e-resources</a> |
| <b>Youth Services</b>   |   |
| Changing Minds  | <a href="http://changingmindsnow.org/">http://changingmindsnow.org/</a>   |
| Trauma and Resilience   | <a href="http://www.ahwg.net/index.html/">http://www.ahwg.net/index.html/</a> <a href="http://www.ahwg.net/uploads/3/4/5/5/34557719/traumaresbooklet-web.pdf">http://www.ahwg.net/uploads/3/4/5/5/34557719/traumaresbooklet-web.pdf</a>   |
| Teen Pregnancy Prevention   | <a href="https://www.hhs.gov/ash/oah/oah-initiatives/teen_pregnancy/training/Assests/traumainformed-checklist.pdf">https://www.hhs.gov/ash/oah/oah-initiatives/teen_pregnancy/training/Assests/traumainformed-checklist.pdf</a>   |
| Trauma-Informed Vocational Services   | <a href="https://ion.workforcegps.org/resources/2016/04/20/12/08/Enough_is_Known_for_Action_System_Involved_Youth_Understanding_Trauma_Informed_Practice">https://ion.workforcegps.org/resources/2016/04/20/12/08/Enough is Known for Action System Involved Youth Understanding Trauma Informed Practice</a>                                     |
| <b>Websites</b>   |   |
| ACE Study   | <a href="http://www.cdc.gov/violenceprevention/acestudy">http://www.cdc.gov/violenceprevention/acestudy</a>   |
|   | <a href="http://acestudy.org/home">http://acestudy.org/home</a>   |
|   | <a href="http://acestoohigh.com/resources">http://acestoohigh.com/resources</a>   |
|   | <a href="http://www.acesconnection.com">http://www.acesconnection.com</a>   |
| The Anna  | <a href="http://www.annainstitute.org">http://www.annainstitute.org</a>   |

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| Institute  |   |
| California Evidence Based Clearinghouse for Child Welfare      | <a href="http://www.cebc4cw.org">http://www.cebc4cw.org</a>   |
| Child Trauma Academy   | <a href="http://childtrauma.org/">http://childtrauma.org/</a>   |
| Fostering Futures  | <a href="http://www.fosteringfutureswisconsin.org/">http://www.fosteringfutureswisconsin.org/</a>                               |
| International Society for Traumatic Stress Studies             | <a href="https://www.istss.org/">https://www.istss.org/</a>   |
| National Center on Domestic Violence, Trauma and Mental Health | <a href="http://www.nationalcenterdvtraumamh.org">http://www.nationalcenterdvtraumamh.org</a>                                   |
| National Center for PTSD, U.S. Department of Veterans Affairs  | <a href="http://www.ptsd.va.gov">http://www.ptsd.va.gov</a>   |
| National Center on Trauma Informed Care (NCTIC)                | <a href="http://nasmhpd.org/TA/nctic.aspx">http://nasmhpd.org/TA/nctic.aspx</a>   |
| National   | <a href="http://gucchdtacenter.georgetown.edu/TraumainformedCare/">http://gucchdtacenter.georgetown.edu/TraumainformedCare/</a> |

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| Technical Assistance Center for Children's Mental Health   |   |
| National Child Traumatic Stress Network (NCTSN)  | <a href="http://www.nctsn.org/resources/topics/treatments-that-work/promising-practices">http://www.nctsn.org/resources/topics/treatments-that-work/promising-practices</a> |
| NREPP (trauma)   | <a href="http://www.nrepp.samhsa.gov/">http://www.nrepp.samhsa.gov/</a>   |
| Resource Center on Violence Towards Women  | <a href="http://www.vawnet.org/news/2013/04/trauma-informed/">http://www.vawnet.org/news/2013/04/trauma-informed/</a>   |
| Saint A Trauma Informed Care   | <a href="http://www.sainta.org/trauma-informed-care/">http://www.sainta.org/trauma-informed-care/</a>   |
| Substance Abuse and Mental Health Services Administration – Health Resources and Services Administration Center for Integrated | <a href="http://www.integration.samhsa.gov/clinical-practice/trauma">http://www.integration.samhsa.gov/clinical-practice/trauma</a>   |

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| Health Solutions  |  |
| Trauma Informed Care Project  | <a href="http://www.traumainformedcareproject.org/resources.php">http://www.traumainformedcareproject.org/resources.php</a>  |
| Veterans Administration   | <a href="http://www.ptsd.va.gov/professional/pilots-database/index.asp">http://www.ptsd.va.gov/professional/pilots-database/index.asp</a>  |
| Wisconsin ACE Study   | <a href="https://preventionboard.wi.gov/Pages/OurWork/ACE.aspx">https://preventionboard.wi.gov/Pages/OurWork/ACE.aspx</a><br><a href="http://www.iowaaces360.org/wisconsin.html">http://www.iowaaces360.org/wisconsin.html</a>   |
| Wisconsin Department of Health Services   | <a href="https://www.dhs.wisconsin.gov/tic/index.htm">https://www.dhs.wisconsin.gov/tic/index.htm</a>  |
| Wisconsin Department of Public Instruction – Creating Trauma-Sensitive Schools to Improve Learning Trauma E-Resources | <a href="http://ssp.w.dpi.wi.gov/ssp_w_mhtrauma">http://ssp.w.dpi.wi.gov/ssp_w_mhtrauma</a><br><a href="http://dpi.wi.gov/ssp/mental-health/trauma">http://dpi.wi.gov/ssp/mental-health/trauma</a><br><a href="http://ssp.w.dpi.wi.gov/ssp_w_traumaresources">http://ssp.w.dpi.wi.gov/ssp_w_traumaresources</a><br><a href="http://dpi.wi.gov/ssp/mental-health/trauma/e-resources">http://dpi.wi.gov/ssp/mental-health/trauma/e-resources</a> |
| <b>Videos</b>   |  |
| Adverse Childhood Experiences Primer  | <a href="http://www.acesconnection.com/g/resilience-usa/blog/aces-primer-great-five-minute-video-that-explains-ace-study">http://www.acesconnection.com/g/resilience-usa/blog/aces-primer-great-five-minute-video-that-explains-ace-study</a>  |

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| Anna Institute video – Important Souls                | <a href="http://theannainstitute.org/a-bio.html">http://theannainstitute.org/a-bio.html</a>   |
| Children, violence and trauma video                   | <a href="http://youtube.com/watch?v=z8vZxDa2KPM">http://youtube.com/watch?v=z8vZxDa2KPM</a>   |
| Cost-Saving Potential of Trauma-Informed primary Care | <a href="http://ldi.upenn.edu/news/cost-saving-potential-trauma-informed-primary-care">http://ldi.upenn.edu/news/cost-saving-potential-trauma-informed-primary-care</a>   |
| Early Childhood Mental Health                         | <a href="http://www.acesconnection.com/g/aces-in-pediatrics/clip/in-brief-from-harvard-center-on-the-developing-child-early-childhood-mental-health-5-min">http://www.acesconnection.com/g/aces-in-pediatrics/clip/in-brief-from-harvard-center-on-the-developing-child-early-childhood-mental-health-5-min</a> |
| How Childhood Trauma Effects Health Across a Lifetime | <a href="https://www.ted.com/talks/nadine_burke_harris_how_childhood_trauma_affects_health_across_a_lifetime?language=en">https://www.ted.com/talks/nadine_burke_harris_how_childhood_trauma_affects_health_across_a_lifetime?language=en</a>   |
| Men and boys as sexual abuse survivors                | <a href="http://www.youtube.com/watch?v=Wx-JqBdwdAA">http://www.youtube.com/watch?v=Wx-JqBdwdAA</a>   |
| <b>Toolkits</b>                                       |   |
| Child Welfare Trauma Toolkit                          | <a href="http://nctsn.org/products/child-welfare-trauma-toolkit-2008">http://nctsn.org/products/child-welfare-trauma-toolkit-2008</a>   |
| Educators' Toolkit                                    | <a href="http://www.nctsn.org/nctsn_assets/pdfs/Child_Trauma_Toolkit_Final.pdf">http://www.nctsn.org/nctsn_assets/pdfs/Child_Trauma_Toolkit_Final.pdf</a>   |
| Fallot and Harris Organization                        | <a href="http://www.theannainstitute.org/TIPSASCORESHEET.pdf">http://www.theannainstitute.org/TIPSASCORESHEET.pdf</a>   |

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| Self-Assessment Tool  |   |
| Incorporating Trauma Informed Practice and ACEs into Professional Curricula – a Toolkit | <a href="http://www.acesconnection.com/fileSendAction/fcType/0/fcOid/464476379552899628/filePointer/464476379552899649/fo_doid/464617117048157049/Incorporating%20Trauma%20Informed%20Practice%20and%20ACEs%20into%20Professional%20Curricula%20-%20a%20Toolkit-1.pdf">http://www.acesconnection.com/fileSendAction/fcType/0/fcOid/464476379552899628/filePointer/464476379552899649/fo_doid/464617117048157049/Incorporating%20Trauma%20Informed%20Practice%20and%20ACEs%20into%20Professional%20Curricula%20-%20a%20Toolkit-1.pdf</a> |
| Institute for Recovery  | <a href="http://healthrecovery.org/images/products/30_inside.pdf">http://healthrecovery.org/images/products/30_inside.pdf</a>   |
| Juvenile Detention Trauma Toolkit “Think Trauma”  | <a href="http://learn.nctsn.org/enrol/index.php?id=92">http://learn.nctsn.org/enrol/index.php?id=92</a>   |
| Partnering with Youth and Families Toolkit  | <a href="http://nctsn.org/nctsn_assets/pdfs/Pathways_ver_finished.pdf">http://nctsn.org/nctsn_assets/pdfs/Pathways_ver_finished.pdf</a>   |
| Psychological First Aid   | <a href="http://www.ptsd.va.gov/professional/manuals/manual-pdf/pfa/PFA_2ndEditionwithappendices.pdf">http://www.ptsd.va.gov/professional/manuals/manual-pdf/pfa/PFA_2ndEditionwithappendices.pdf</a>   |
| Risking Connections   | <a href="http://traumainformedresponse.com/uploads/Sec_03-TReSIA-Assessment.pdf">http://traumainformedresponse.com/uploads/Sec_03-TReSIA-Assessment.pdf</a>   |
| Trauma Informed Organizational Toolkit for Homeless                                     | <a href="http://familyhomelessness.org/media/90.pdf">http://familyhomelessness.org/media/90.pdf</a>   |

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| National Center on Family Homelessness  |   |
| <b>Documents</b>  |   |
| A Long Journey Home: A Guide for Creating Trauma-Informed Services for Mothers and Children Experiencing Homelessness | <a href="http://www.familyhomelessness.org/media/89.pdf">http://www.familyhomelessness.org/media/89.pdf</a>   |
| Ann Jennings and Ruth Ralph. In Their Own Words, 2007.  | <a href="http://www.theannainstitute.org/ITOW.pdf">http://www.theannainstitute.org/ITOW.pdf</a>   |
| Anonymous. Dear Doctor. The Permanente Journal, 6(1), Winter 2002   | <a href="https://www.thepermanentejournal.org/files/Winter2002/deardoc.pdf">https://www.thepermanentejournal.org/files/Winter2002/deardoc.pdf</a>   |
| Assaulted Staff Action Program  | <a href="http://americanmentalhealthfoundation.org/2012/04/theassaulted-staff-action-program-asap-psychological-counseling-for-victims-of-violence/">http://americanmentalhealthfoundation.org/2012/04/theassaulted-staff-action-program-asap-psychological-counseling-for-victims-of-violence/</a> |
| Creating Trauma-  | <a href="http://wichildrenstrustfund.org/files/PreventionGuidingPrinciples.pdf">http://wichildrenstrustfund.org/files/PreventionGuidingPrinciples.pdf</a>   |

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| Informed & Developmentally Appropriate Systems of Care in Child Abuse and Neglect Prevention - Wisconsin         |   |
| Engaging Women in Trauma Informed Peer Support: A Guidebook  | <a href="http://www.nasmhpd.org/docs/publications/EngagingWomen/PeerEngagementGuide_Color_UP_FRONT_P_AGES.pdf">http://www.nasmhpd.org/docs/publications/EngagingWomen/PeerEngagementGuide_Color_UP_FRONT_P_AGES.pdf</a> |
| Healing the Hurt – Rich, et al (men of color)  | <a href="http://dcf.state.fl.us/programs/samh/docs/Healing-the-Hurt.pdf">http://dcf.state.fl.us/programs/samh/docs/Healing-the-Hurt.pdf</a>   |
| Helping Traumatized Children Learn – Massachusetts Advocates for Children in Association with Harvard Law School | <a href="http://traumasensitiveschools.org">http://traumasensitiveschools.org</a>   |

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| Paul Tough.<br>The poverty<br>Clinic. The New<br>Yorker, March<br>21, 2011               | <a href="http://www.newyorker.com/magazine/2011/03/21/the-poverty-clinic">http://www.newyorker.com/magazine/2011/03/21/the-poverty-clinic</a><br><a href="http://aceresponse.org/img/uploads/file/the_poverty_clinic.pdf">http://aceresponse.org/img/uploads/file/the_poverty_clinic.pdf</a> |
| SAMHSA<br>concept paper<br>(trauma aware)  | <a href="http://store.samhsa.gov/shin/content//SMA14-4884/SMA14-4884.pdf">http://store.samhsa.gov/shin/content//SMA14-4884/SMA14-4884.pdf</a>  |
| SAMHSA's TIP<br>57: Trauma<br>Informed Care<br>in Behavioral<br>Health Services          | <a href="http://store.samhsa.gov/shin/content//SMA14-4816/SMA14-4816.pdf">http://store.samhsa.gov/shin/content//SMA14-4816/SMA14-4816.pdf</a>  |
| Trauma<br>Informed<br>Supervision<br>Guide –<br>Institute for<br>Health and<br>Recovery  | <a href="http://healthrecovery.org/publications/detail.php?p=30">http://healthrecovery.org/publications/detail.php?p=30</a>  |
| Trauma<br>Sensitive<br>Schools   | <a href="http://traumasensitiveschools.org">http://traumasensitiveschools.org</a>  |
| Trauma<br>Stewardship:<br>An Everyday<br>Guide to Caring<br>for Self While<br>Caring for | <a href="http://traumastewardship.com">http://traumastewardship.com</a>  |

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| Others, van Dernoote, Lipsky & Burk   |  |
| Wisconsin ACE Study   | <a href="http://wichildrenstrustfund.org/files/WisconsinACEs.pdf">http://wichildrenstrustfund.org/files/WisconsinACEs.pdf</a><br><a href="http://wichildrenstrustfund.org/files/WisconsinACEs(2014Brief).pdf">http://wichildrenstrustfund.org/files/WisconsinACEs(2014Brief).pdf</a> |
| Wisconsin A Practical Guide for Creating Trauma-informed Disability, Domestic Violence and Sexual Assault Organizations | <a href="http://www.disabilityrightswi.org/wp-content/uploads/2012/05/Trauma-Informed-Guide.pdf">http://www.disabilityrightswi.org/wp-content/uploads/2012/05/Trauma-Informed-Guide.pdf</a>  |
| Wisconsin Responding to Disclosures of Personal Trauma  | <a href="https://www.dhs.wisconsin.gov/tic/dispa.pdf">https://www.dhs.wisconsin.gov/tic/dispa.pdf</a>  |
| Wisconsin Trauma-informed Care: Moving Into Action  | <a href="https://www.dhs.wisconsin.gov/publications/p0/p00616.pdf">https://www.dhs.wisconsin.gov/publications/p0/p00616.pdf</a>  |
| Wisconsin Trauma-Informed Organizational  | <a href="http://www.wichildrenstrustfund.org/files/OrganizationSelfAssess.pdf">http://www.wichildrenstrustfund.org/files/OrganizationSelfAssess.pdf</a>  |

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| Self-Assessment for Child Abuse Prevention Agencies   |   |
| Wisconsin Trauma-Informed Care Organization Self-Assessment for Consumer-Run Recovery Organizations | <a href="https://www.dhs.wisconsin.gov/tic/sacro.pdf">https://www.dhs.wisconsin.gov/tic/sacro.pdf</a>   |
| Wisconsin Trauma-informed Care: Skill Development   | <a href="https://www.dhs.wisconsin.gov/tic/skilldev.pdf">https://www.dhs.wisconsin.gov/tic/skilldev.pdf</a>   |
| Wisconsin Trauma-informed Care: Values  | <a href="https://www.dhs.wisconsin.gov/tic/values.pdf">https://www.dhs.wisconsin.gov/tic/values.pdf</a>   |
| Wisconsin United Way of Dane County Trauma informed Care Workbook                                   | <a href="https://www.unitedwaydanecounty.org/wp-content/uploads/2011/11/TraumaInformedCare-WorkbookPart1.pdf">https://www.unitedwaydanecounty.org/wp-content/uploads/2011/11/TraumaInformedCare-WorkbookPart1.pdf</a> |

This document was adapted for Wisconsin from a tool developed by a group of Missouri organizations that have been active champions in addressing the impact of trauma and working towards becoming trauma-informed organizations. They represent a variety of organizations that serve children, youth and families and/or adults in a variety of settings. Anyone is free to use this document but would appreciate notification of such to [patsy.carter@dmh.mo.gov](mailto:patsy.carter@dmh.mo.gov). The recommended citation when used is *Missouri Model: A Developmental Framework for Trauma-Informed, MO Dept. of Mental Health and Partners (2014).*



| Working With Partners   |   |
|---|---|
| Creating Culture: Promising Practices of Successful Movement Networks | <a href="http://nonprofitquarterly.org/governancevoice/23439-creating-culture-promising-practices-of-successful-movement-networks.html">http://nonprofitquarterly.org/governancevoice/23439-creating-culture-promising-practices-of-successful-movement-networks.html</a>   |
| Collective Impact   | <a href="http://www.ssireview.org/articles/entry/collective_impact/">http://www.ssireview.org/articles/entry/collective_impact/</a><br><a href="https://www.dhs.wisconsin.gov/mch/earlychildhoodsystems/events.htm">https://www.dhs.wisconsin.gov/mch/earlychildhoodsystems/events.htm</a><br><a href="http://milwaukeeesucceeds.org/">http://milwaukeeesucceeds.org/</a> |
| Prevention Institute - Cross Sector Collaboration                     | <a href="http://www.preventioninstitute.org/">http://www.preventioninstitute.org/</a>   |
| Trauma-informed Community Building Manual                             | <a href="http://bridgehousing.com/PDFs/TICB.Paper5.14pdf">http://bridgehousing.com/PDFs/TICB.Paper5.14pdf</a>   |
| Listserv  |   |
| Wisconsin Trauma-Informed Care Listserv Sign-up                       | <a href="https://www.dhs.wisconsin.gov/tic/signup.htm">https://www.dhs.wisconsin.gov/tic/signup.htm</a>   |

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